



ALBERNI DISTRICT TEACHERS' UNION

FROM THE PRESIDENT'S DESK

June 2009

EXECUTIVE 2009-10

President- Ken Zydyk
First Vice-President – Lisa Laslo
Second Vice-President and President of UTTU – Kevin Nixon
Secretary-Treasurer- Debbie McGill
Local Representative to the B CTF – Lisa Laslo
Working and Learning Conditions/Bargaining Chairperson – Brian Lavery
Social Justice Co-Chairperson – Tricia Hartman
Social Justice Co-Chairperson- Vacant
Aboriginal Education Contact – Tooie Casavant
Member at Large – Jackie Zydyk
Teacher On Call Representative- Debbie McGill *
Appointed by Executive.
Professional Development Chairperson – Vacant

A Big Thank you to outgoing Executive Members: Ian Thomas, Sheila Johannessen and Megan Reddick for their contribution over the past year.

Our appreciation to Don Stevenson for his work as our Local Election Contact.

KEEP WEDNESDAY'S FREE

Please refrain from booking after school events on Wednesdays as it is our traditional day to hold ADTU meetings. Staff Representative Assemblies and General Meetings are scheduled for the third Wednesday of each month and any ADTU member can attend. Executive meetings are held on the second and fourth Wednesday of each month.

2008-09 IN REVIEW

It was the year of elections. We were active in the Federal, Municipal, School Board, and especially, the Provincial Election. Our relationship with the Port Alberni and District Labour Council strengthened as we worked together on advocating for common goals. We took a leadership role in developing and distributing a questionnaire for school trustee candidates and our endorsement of Scott Fraser and the NDP for the Provincial Election garnered us a high level of respect from our labour colleagues. For the Provincial Election,

we formed a political action committee and promoted public education and a wide range of other issues as vote determining issues. We were prominent in our communities with our Burma shaving, media ads, View From Labour articles and our Community Report. Provincially, a few ADTU celebrities can be found as part of the BCTF YouTube collection.

As usual, maintaining our rights under the collective agreement has been a major focus of our work. We have had many significant grievance settlements including:

- Correction of seniority calculations for part-time, toc and temporary appointment credit
- Correction of improper placements on the salary scale
- Post and Fill settlement that resulted in a member achieving continuing status
- TOC Call out issues that have improved the hiring process for toc's and will provide up to \$5000 next year to support toc's to further their professional development.

We have maintained a positive relationship with our Board and Senior Administration. We have participated on the District Health and Safety Committee, initiated a committee identifying issues and suggesting solutions to implementing BCeSIS, and have reinstated the Teacher Trustee Liaison Committee. As president, I have regularly attended and promoted our issues at SD70 Board Meetings, SD70 Executive Committee Meetings, the NTC/SD70 Liaison Committee and District PAC. We supported our community by donating \$500 to DPAC for breakfast programs, which led to more groups doing the same. We also donated \$500 to Save Our Valley Alliance for the construction of the topographical watershed map.

At the Provincial level we were involved with the FSA campaign which resulted in widespread support across the province for our position that the FSA should be disbanded or at least changed to

FSA to a random sample so that the Fraser Institute would no longer use the results in such a damaging way.

We brought a resolution to the Annual General Meeting that asked the BCTF to look into why retired teachers work as TTOC's and the resulting affect on non-retired Teachers Teaching on Call. We have sent representatives to the BCTF Summer Conference, Representative Assemblies, Annual General Meeting and Zone meetings. We have also promoted our issues at the provincial level by way of two members serving on BCTF Advisory Committees – Deb McGill on the TTOC Advisory Committee and myself on the WLC/Bargaining Committee.

We have accomplished a great deal, but we know that we will have significant challenges in the year ahead. Provincial Government funding levels for Public Education will continue to fall which will further negatively impact our students learning conditions. Also next year we will be implementing our Professional Autonomy Initiative with the support of up to \$25000 from the BCTF. We will also continue to work towards finalizing and printing the 2006-11 Collective agreement. Our organization depends heavily on volunteers. I am grateful for the time and energy that so many of you devote for our organization. Thank you to those who served on the Executive Committee, as School based Reps – Staff Reps, Pro D Reps and Health and Safety Reps and to those who formed our Political Action Committee. A special thank you to our Office Manager, Christine Peffers for keeping me organized and running the office in a professional manner.

RETIREES HONOURED ON JUNE 12

June 12 was the day for the ADTU honouring the important contributions of 27 retiring teachers:

Neil Abrahamson, Bill Bingham, Vaugh, Chase, Pat Connaghan, Gale Cormack, Alton Crane, Jane Davis, Richard Gagnon, Stu Gibson, Art Halsall, Rosalie Harper, Judith Hutchison, Gerald Jones, Florence Kainz, Rose Marie Lane, Grant Macauley, Sharon Macauley, Jory Mitchell, Robin Mitchell, Zana Nesbitt, Rosemary Ronalds, Bonnie Ruttan, Lesley Shams, Angela Slomnicki, Leigh Smith, Jerry Swaney, Leslie Wright.

Thank you to John Howitt School for organizing an excellent celebration.

ADTU HONOURARY LIFE MEMBERSHIP AWARDED TO LESLIE WRIGHT

The Honourary Life Member Award is given for Long and Distinguished Service to the ADTU. Recipients receive a gold pin in the ADTU logo and a framed certificate.

Previous winners are Shirley Bonfield, Tom Paul, Bill Russell, Arliene Klock, Rosemary McKinnell, Ron Brandner, Karen Palmer, Al Cornes and Janis Nairne.

It was my pleasure to present Leslie Wright with the Honourary Life Member award. Leslie began her work for the Union during the late 1970's when she became a school Professional Development Representative and joined the bargaining team as an elementary school rep. Her time on the Executive has carried many roles as she served as President 1990-92 and 2000-2004, Vice-president, Local Representative to the BCTF and Past President, leaving the executive in 2005.

Pro D and Bargaining was the mainstay of Leslie's involvement in the Union. Her work in Professional Development include time on the District Pro D Committee as well as being the BCTF North Island Zone Representative for Professional Development. She was a leader in professional development training workshops and helped train numerous professional development chairpersons from several locals.

For Bargaining, Leslie was involved from the very beginning when we did not have a collective agreement. Her participation as part of our bargaining team from 1988 through 4 rounds of bargaining to the local matters agreement in 1996. This means that Leslie has played a role in obtaining basically all of our rights and benefits that we enjoy from our collective agreement – Maternity Leave top up, Benefits, Salary, Leaves of absences, class size and composition – when we had it, conversion to continuing status, and posting and filling which Leslie is particular proud of, are some of the examples of the gains we achieved by way of Leslie's and others diligence. It is noteworthy that Leslie's retirement signals to us that the final member of our local bargaining teams is retiring. Thank you Leslie!

KNOW YOUR COLLECTIVE AGREEMENT- Recall Rights/School Opening In September

Continuing status teachers who have yet to be assigned to their full time equivalency amount at

the end of June will be placed on the recall list. Available positions must be offered to teachers on the recall list prior to posting. The first opportunity for teachers on recall to select an assignment happens at the end of the first week of school:

Re-Engagement Rights/School Opening September

- 54.7.1 The Board will provide a list of all available positions to all teachers on the recall list on the Friday of the first week of school.
- 54.7.2 Teachers will have until 12:00 p.m. the following Monday to provide the Board with a list of positions in order of preference if they are unable to attend the meeting referred to in 54.7.3.
- 54.7.3 A meeting will be convened after school on the Monday identified in 54.7.2 to allow teachers to select available positions pursuant to Article 54 of the Collective Agreement. Teachers must attend the meeting or provide a list of their selection(s) in order of preference. Positions will be offered pursuant to Article 54.6.
- 54.7.4 If a teacher declines to select a position through this process, it may be considered as one refusal pursuant to Article 54.6.3.1.
- 54.7.5 Positions that arise following completion of steps 1 to 4 will be offered to ADTU members on the recall list pursuant to Article 54.6.
- 54.7.6 Teachers shall have twenty-four (24) hours in which to accept or decline the assignment offered pursuant to 54.7.5.

Teachers can change in September and/or increase their fte at any time:

Teachers can elect to change jobs as September is a continuation of Year End Staffing and part-time teachers can increase their FTE during the year:

Letter of Understanding #7

“ Any continuing ADTU member may apply for and fill positions which are created or become vacant after completion of year end staffing procedures (June 30) up to the end of September providing they have the required qualifications. Vacancies that occur in September but are not posted until October can be filled with a lateral move. Subsequent vacancies occurring as a result of the above lateral moves or September class size adjustments may be filled with a lateral move. Such vacancies will be posted for a minimum of two working days.”

“Part-time continuing teachers maintain their right to increase their FTE assignment at any time during the school year providing they are not entitled to return to the position they have left for the remainder of the same school year. “

THE DRAFT 2006-11 COLLECTIVE AGREEMENT IS NOW ON LINE AT ADTU.CA

Please remember that this is an unofficial document.

ADTU SCHOLARSHIPS AND BURSARIES

Five Scholarships of \$700 were awarded:

Alana Arentsen(USS), Emma Lavery, Robert Lindores, Will McGraw, Trevor Raybeck

Two Bursaries of \$500 were awarded:

Michael Donald, Sarah Kalugin

Congratulations to our recipients and best wishes to all ADSS and USS Graduates.

Summer Hours

The ADTU office will be closed from July 3 -1:00 p.m. to August 31 – 9:00 a.m.

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